



CAREER MANAGEMENT DEPARTMENT - PERS 45

Distribution Management, Allocation, Resources & Procedures Division PERS-45

**Fiscal
PERS-324**

**Special Assistant for
Joint Officer
Management
PERS-45J**

**Special Assistant for
Subspecialty
Management
PERS-45E**

**Special Assistant for
Selection Boards
PERS-451F**

**Distribution
Management
& Procedures
PERS-451**

**Allocation &
Statistics
PERS-452**

**Manning Control
Authority BUPERS
PERS-453**

**Distribution
Operations
Management
PERS-455**

**PERS 4 Help
Desk
PERS-343**

Division Make Up:

3 Special Assistants
4 Branches, plus
2 Branches assigned to PERS-
3

Staff of 55: With CIVSUBS:

21 Officers
20 Officers
22 Enlisted 8 Enlisted
Navy Personnel Command

PERS 3 Staff in Support of 45

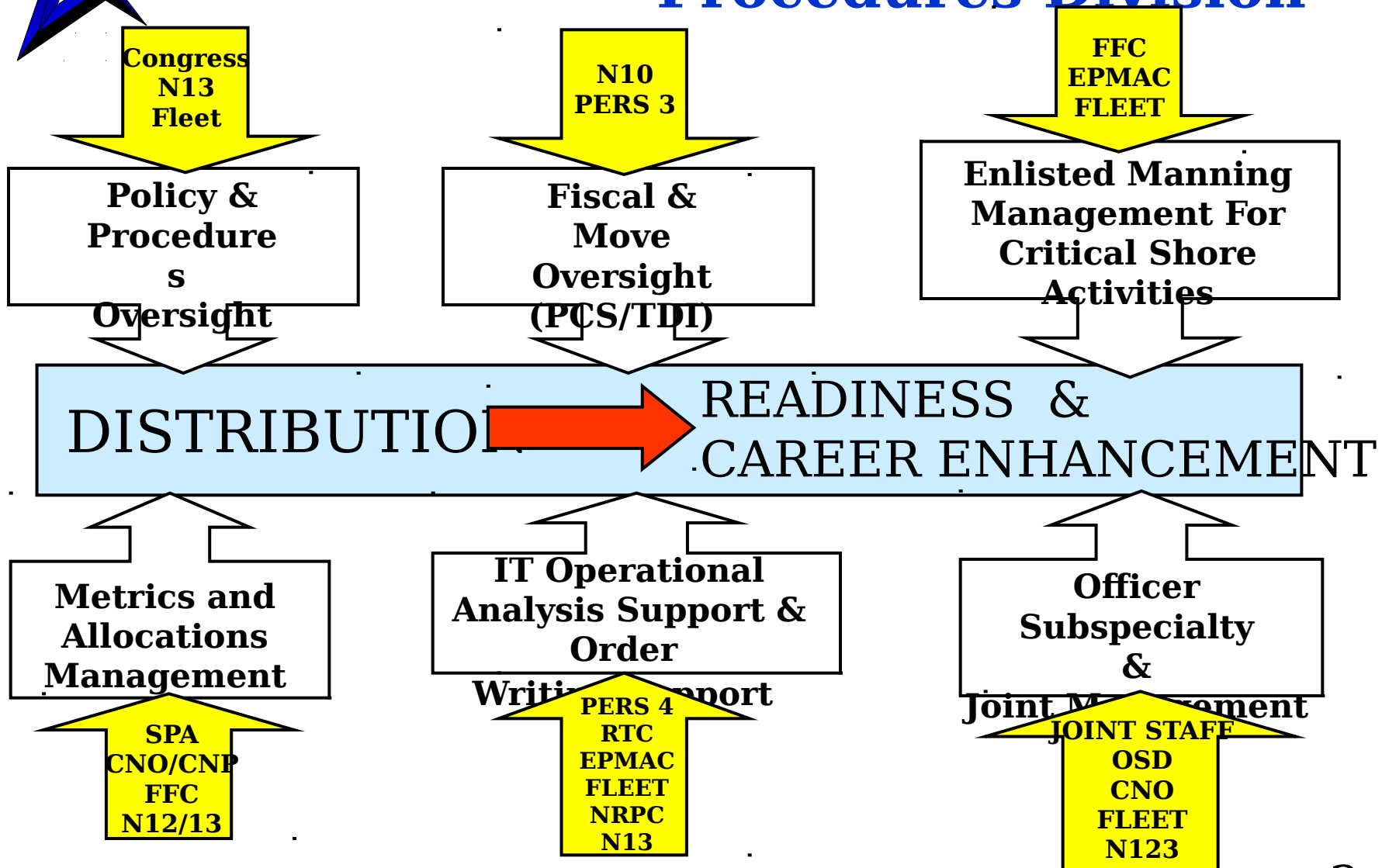
<u>PERS 324</u>	<u>PERS 343</u>
1 Enlisted	6 Enlisted
5 Civilians	



DISTRIBUTION MANAGEMENT, ALLOCATION, RESOURCES, AND PROCEDURES DIVISION (PERS- 45) “Top 3” Issues

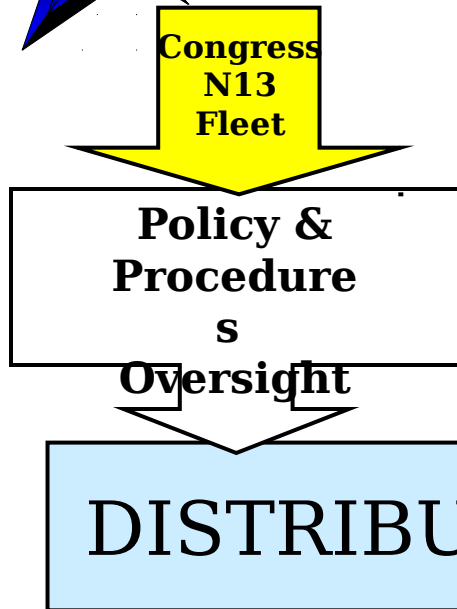
- PCS/TDI Funding & Execution Challenges
- Meeting Joint Other Promotion Requirements
- JSO for Flag – Getting There

Distribution Management, Allocation, Resources and Procedures Division



Distribution Management and Pro

PERS-451



Mission: Supports and enables the assignment process for PERS-4 and Fleet by providing policy oversight for Officer and Enlisted communities

DISTRIBUTION → READINESS & CAREER ENHANCEMENT

Distribution policy and execution oversight
Overseas Screening Management
Officer/Enlisted policy QA and waivers
Officer training attrite redesignation
Entitlement policy

Special Assistant for Selection Boards

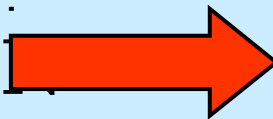
PERS-451F



Congress
N13
Fleet

Policy &
Procedure
s
Oversight

DISTRIBUTION



READINESS &
CAREER ENHANCEMENT

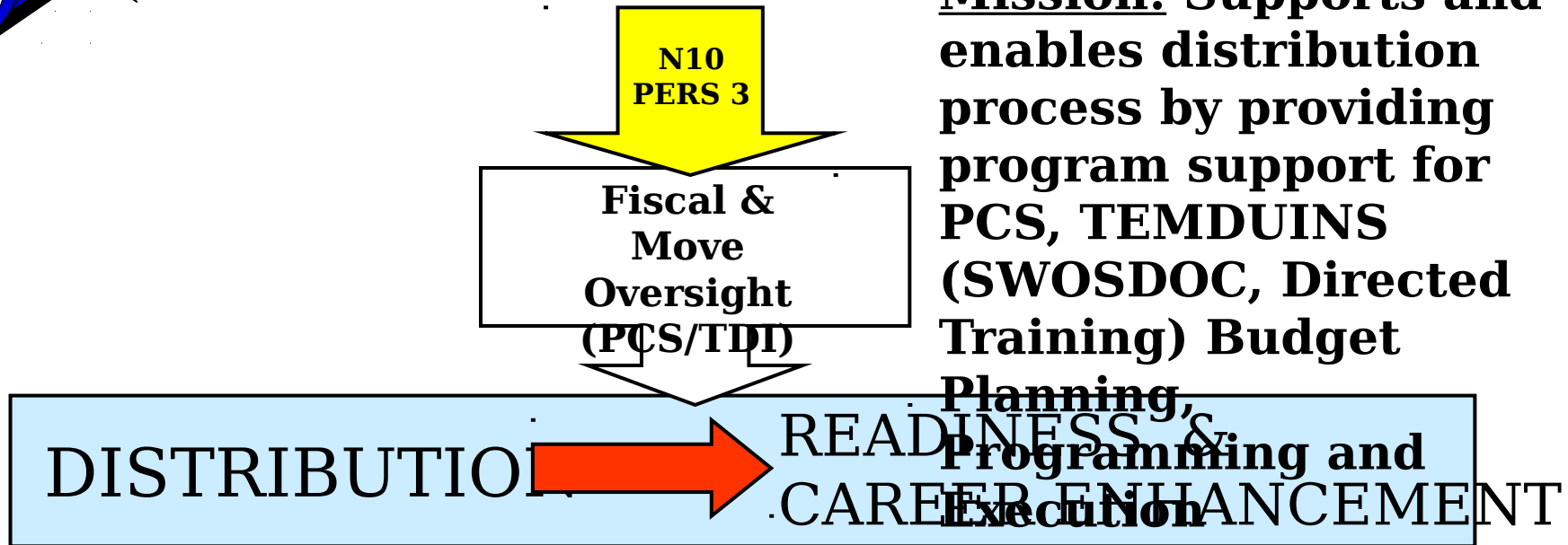
Mission: To ensure the membership composition for all SECNAV/CNP/NPC sponsored selection boards complies with Title 10, USC, DOD, SECNAV, and CNP regulations and policies

Membership composition for all boards
Precept preparation for all admin boards
Technical advisor to 22 communities
Drafts annual board schedule

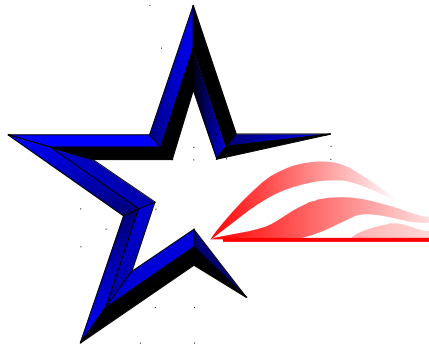


Fiscal Branch for PERS-4 PERS-324

Mission: Supports and enables distribution process by providing program support for PCS, TEMDUINS (SWOSDOC, Directed Training) Budget Planning, Programming and Execution



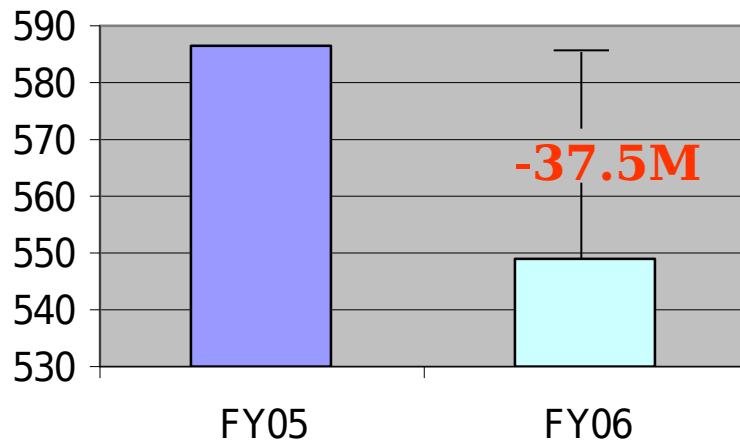
- PCS/TDI Budget & moves analysis and trending (monthly reporting)
 - Developed BEST Tracker system - execution against plan by month
 - Liaison with N10 & PERS-3 for budget planning, programming submissions and execution. During most of the year executing to FYs
 - Defense Travel Administrators for PERS-4
 - Centralize funding for Senior Enlisted Academy starting in FY06
- Navy Personnel Command



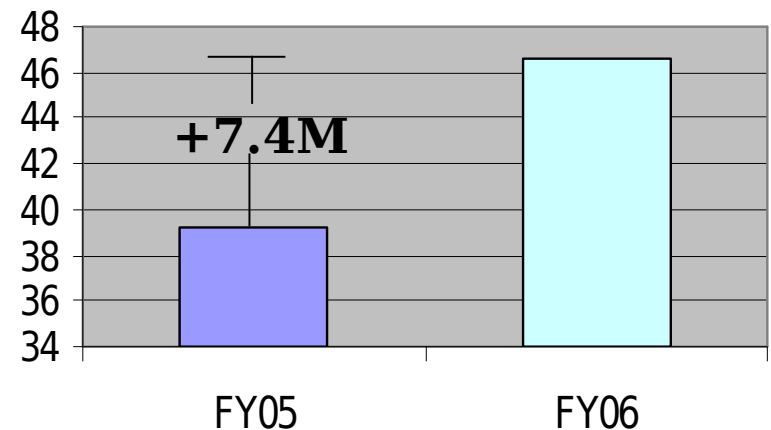
Fiscal Branch for PERS-4 PERS-324

PCS and TDI Funding

PCS Funding



TDI Funding

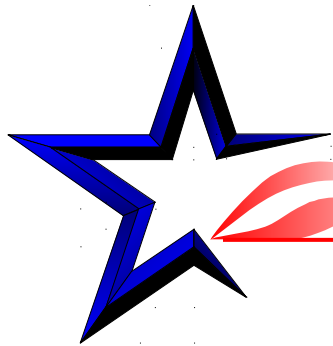


FY05

Projected 73,788 Moves
Average Cost Per Move
(ACPM) \$7,865 as of 9-13-05

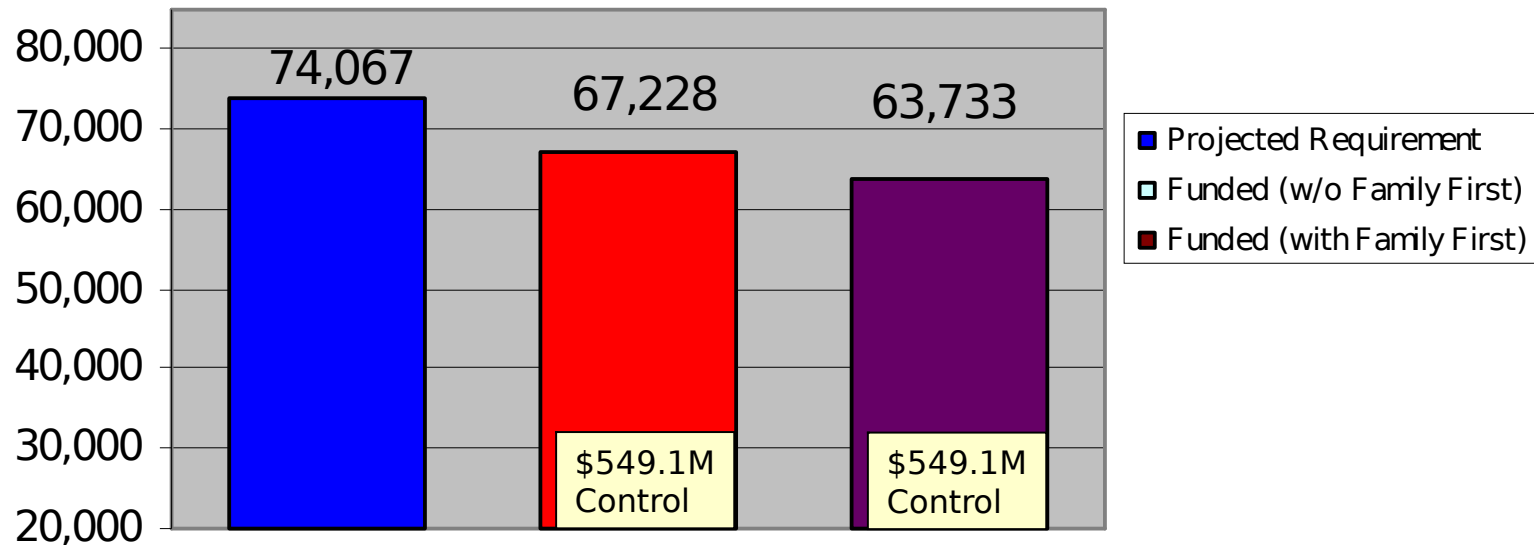
FY05

Projected 27,400 Moves
Average Cost Per Move
(ACPM) \$1,428 as of 9-13-05



Fiscal Branch for PERS-4 PERS-324

FY 06 PCS Move Count Projections

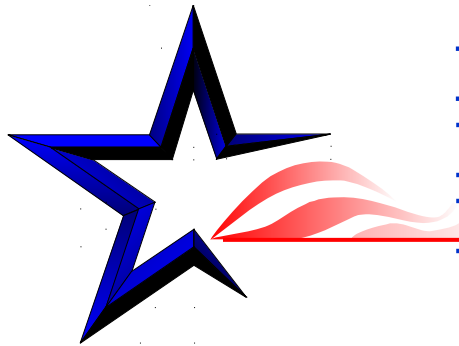


- **Projected Requirement:** Based on End Strength vs. Projections (Pers-4 ES Model Calc) FY 2006 ES 353K vs. 74,067 Moves. 74,067 moves using FY05 ACPM of \$7,931 plus 3% inflation rate for an estimated FY06 ACPM of \$8,169
- **Funded moves without Family First included:** 3% inflation rate applied against FY05 ACPM of \$7,931 for an estimated FY06 ACPM of \$8,169
- **Funded with Family First included:** 3% inflation rate and an additional 8.5% in Feb through Sep applied against FY05 ACPM of \$7,931 for an estimated FY06 ACPM of \$8,616



Fiscal Challenges

- FY06 PCS/TDI Execution
 - Must slow move churn, \$37.5M less than FY05
 - “Families First” will increase ACPM by 8.5% in Feb
 - Possible “mark” against TDI
 - Effective 1 Oct 2005, Increase in the Standard Per Diem Rate that will impact travel per diem paid to both member and dependents in PCS status.
 - Increase in M&IE rates (TEMDUINS)
- PCS Move Model: Must have for POM 08
 - Critical for valid move estimates
 - RCI will update/expand existing model
- PCS/TDI funding trade offs with training initiatives



Manning Control Authority

BUPERS

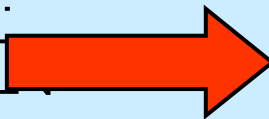
PERS-453

Mission: Manage readiness requirements within the MCAB AOR based upon available enlisted personnel

FFC
EPMAC
FLEET

Enlisted Manning
Management For
Critical Shore
Activities

DISTRIBUTION



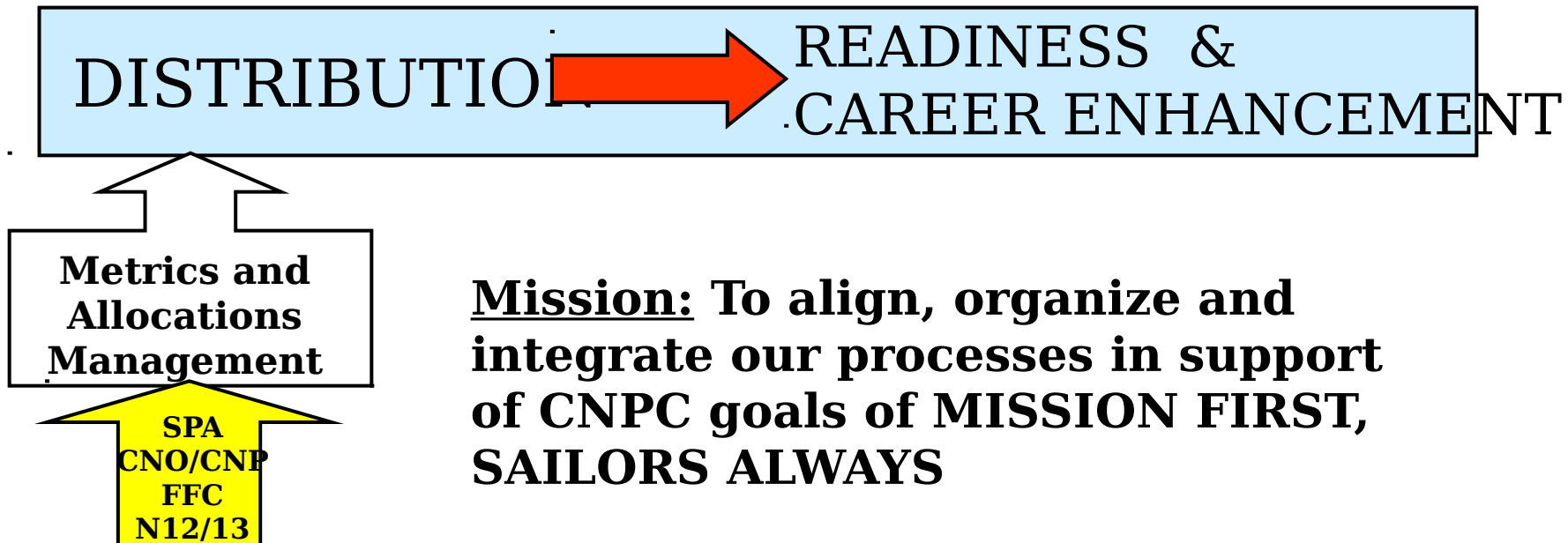
READINESS &
CAREER ENHANCEMENT

- JASS loading coordination
- Manning Reviews and action (Diverts, COMPTOUR, Order cancellation, Admin Shifts) decisions
- CNO Priority Manning Review and Revalidation
- Assignment Incentive Pay Committee member
- Liaison between PERS-463 & Principal Administering Offices (aka, Claimants) to **Navy Personnel Command**

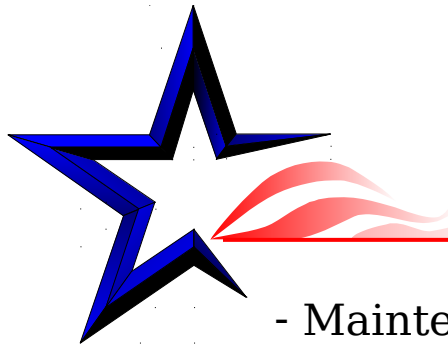


Distribution Management, Allocation PERS-452

- NMAPS Metrics development
- FIT development and automation (NEC, SJA)
- Officer Distribution Report (ODR) management
- Distribution statistics collection and reporting
- CNO Priority Manning
- Command Allocation and Billet Fill Decision management



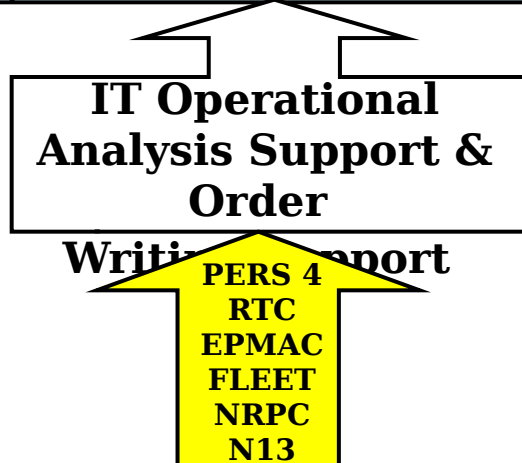
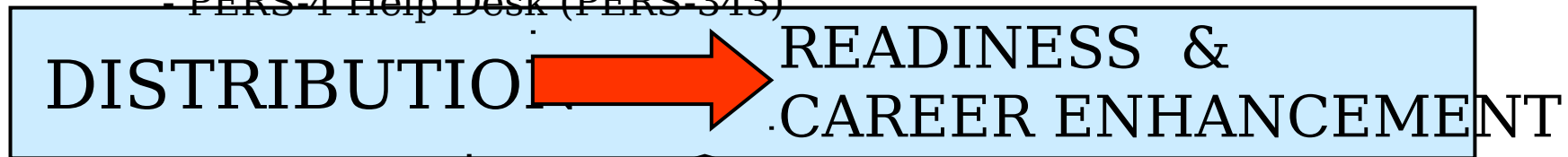
Mission: To align, organize and integrate our processes in support of CNPC goals of MISSION FIRST, SAILORS ALWAYS



Distribution Operations Management

PERS-455

- Maintenance and support for: NMPDS (JASS, EAIS, OAIS, BA, ODIS, NTRS, EDPROJ, TASM)
- PCS Order Error Tracking & Correction
- NMCI Ops Support
- ADA GWOT assignment/order writing
- CMS Sea Warrior - JCMS
- Ad Hoc needs
- PERS-4 Help Desk (PERS-343)



Navy Personnel Command

Mission: Support and enable the distribution process for PERS-4 and Fleet by providing Order Writing and Information Technology Support



Special Assistant for Subspecialty Management PERS-45E

- Full scrub of all records to update utilization coding
- Ensure balance between career progression and subspecialty utilization by working with placement and detailers
- Reviews/chops all orders for subspecialty coded officers and orders for any officer going to a subspecialty coded billet

- Utilization report to Congress via N13 semiannually

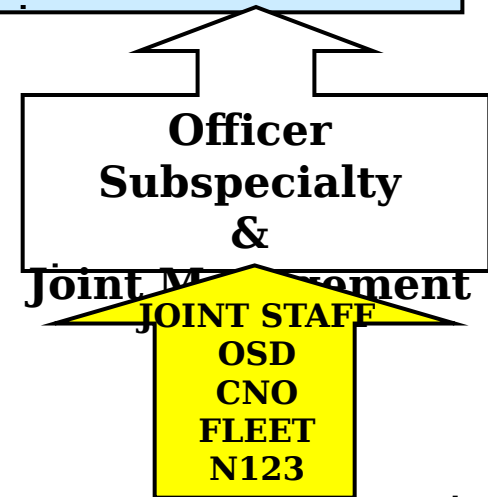
DISTRIBUTION

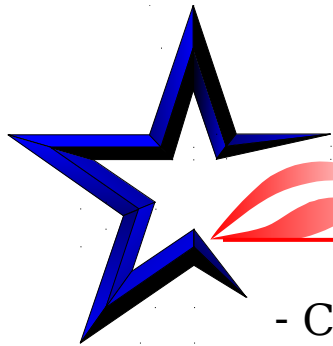


READINESS &
CAREER ENHANCEMENT

Mission: Manage subspecialty utilization for all officer communities. Act as liaison between N131E to identify officer requirements for advanced education, functional training and significant experience

Navy Personnel Command



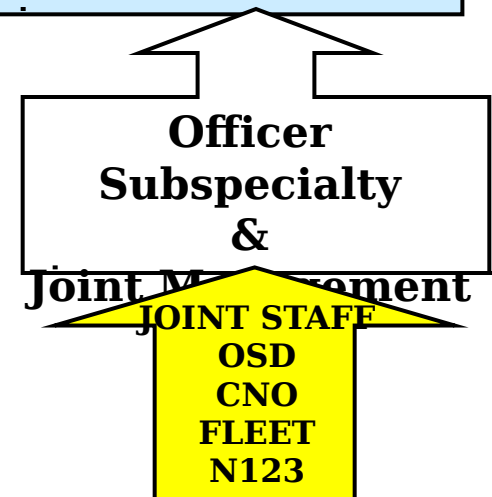


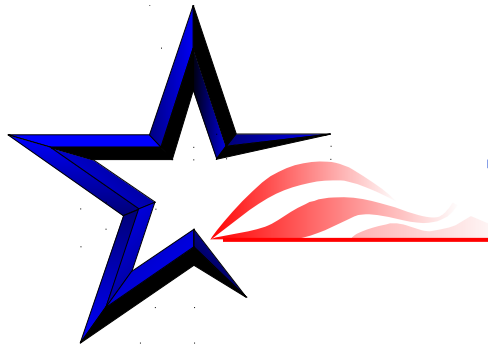
Special Assistant for Joint Matters PERS-45J

- Control JPME school quotas and track students
- Track officers in Joint assignments
- Assign qualifications and provide statutory board support
- Monitor Compliance:
 - CAPT (Line) - Title 10 Requirements (Other Joint promotion rate)
 - JSO for Flag (appointments after 30 Sep 2008)

DISTRIBUTION → READINESS & CAREER ENHANCEMENT

Mission: Support and enable the assignment process for PERS-4 and Fleet by providing policy oversight of Joint Officer matters





JOINT OTHER PROMOTION REQUIREMENT

-Mandated by Title 10, U.S. Code

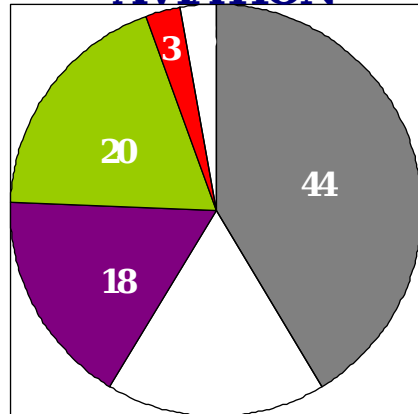
- Navy has missed “Other Joint” for 17 years but gap is closing rapidly
- Pers-4 specifically targets Post Command Commanders for joint duty in order to hedge the numbers and make the mandate
- We just started tracking the junior officers (XO/DH screen or “EP” LTs) for their progress



DISTRIBUTION OF COMMAND SERVED COMMANDERS

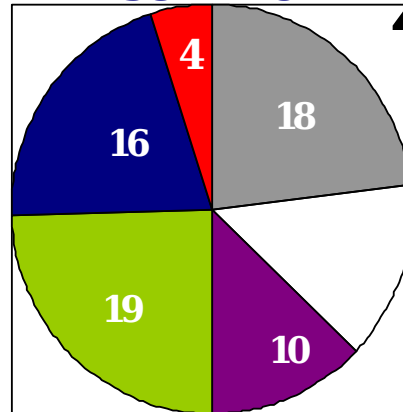
FY-07 Active Line O-6 URL "In- Zone"

AVIATION



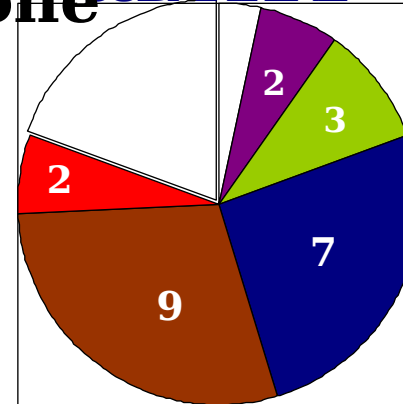
7 OJT are Spec Msn

SURFACE

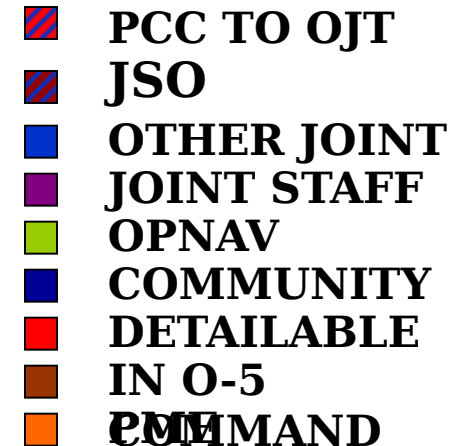


2 OJT are Spec Msn

SUBMARINE



No OJT are Spec Msn



Projected promotion rates:

(With no additional detailing actions)

Joint Staff - $30/36 = 83.33\%$

OPNAV - $41/62 = 66.13\%$

JSO - $30/53 = 56.6\%$

SM/Other Joint - $72/112 = 64.29\%$

OP/Other Joint - $63/112 = 56.25\%$

Detailing Business Rules:

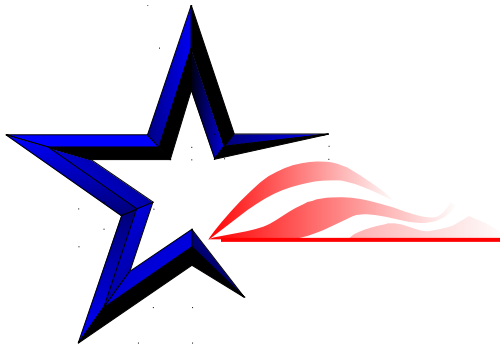
(To improve OJT parity by Dec 05)

Only Operational CO's to OJT

Air -2; Surf -0; Sub - 0

Final OJT Projected Promotions:

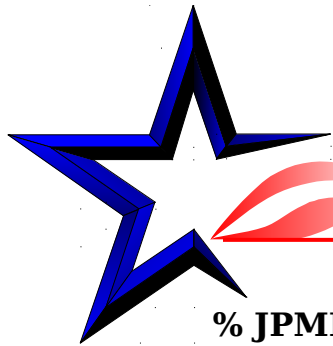
Other Joint - $65/114 = 57.02\%$



JSO FOR FLAG

Title 10 U.S. Code

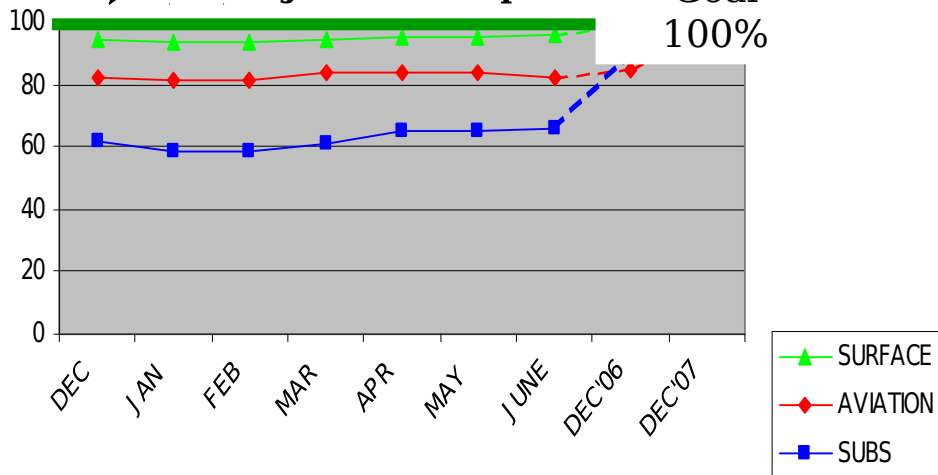
- Officers appointed after 30 Sept 2008 must be designated JSO
- Good of the Service waivers are still available but hard to get/SECDEF memo dtd 27 Aug 2003
- Will not apply to officers in a specialty profession (Docs, Medical Service Corps, Lawyers, Chaplains) as there are no joint billets for these designators
- Will not apply to officers "...whose proposed selection is based primarily upon scientific and technical qualifications..." This is being addressed by NPC for interpretation.



MAJOR COMMAND JOINT STATISTICS (YG 81-83)

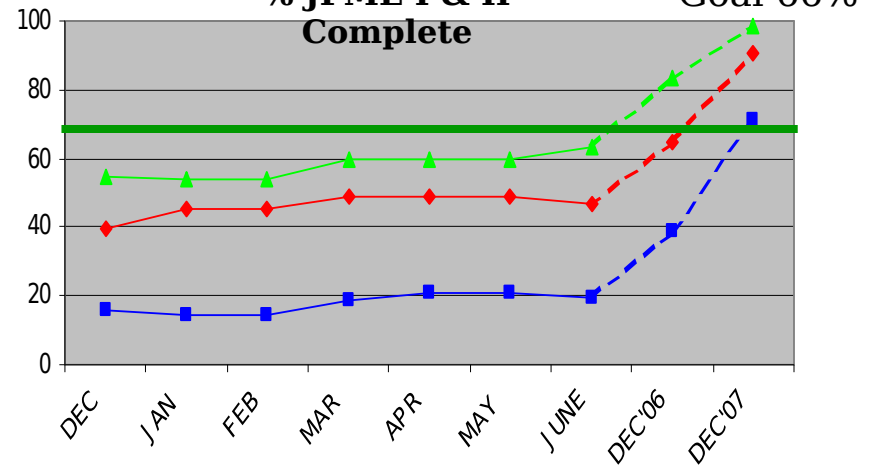
% JPME I Complete

Goal
100%



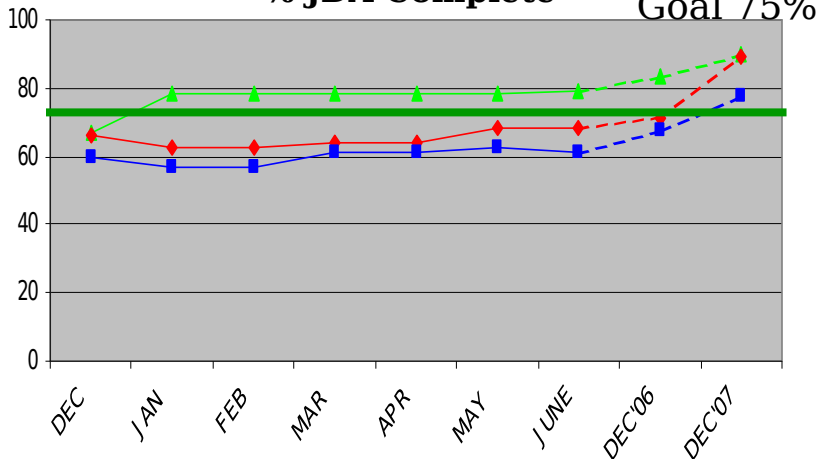
**% JPME I & II
Complete**

Goal 66%



% JDA Complete

Goal 75%



% JSO Complete

Goal 50%

